

KVLY, KXJB-LD
EEO PUBLIC FILE REPORT
December 1, 2020– November 30, 2021

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
News Producer	1,2,6,7,8,9,11,12,13,14,15,16,17,21, 24,26,27,28,29,30,31,32,33,34,35 36,37,38,39,40,41,42,44,45,46,47,48, 49,50,52	21
Weekend Sports Reporter/Anchor	1,2,6,7,8,9,11,12,13,14,15,16,17,21,24 26,27,28,29,30,31,32,33,34,35,36,37, 38,39 40,41,42,43,44,45,46,47,48,49, 50,51,52	1
Multimedia Journalist	1,2,4,6,7,8,9,11,12,13,14,15,16,17,18, 21,24,25,26,27,28,29,30,31,32,33, 34,35,36,37,38,39,40,41,42,43, 44,45,46,47,48,49,50,51,52	4
News Producer/Traffic Reporter	1,2,4,6,8,9,11,12,13,14,15,16,17,21, 24,26,28,29,30,31,33,34,35	4
Photographer	1,6,7,8,9,11,12,13,14,15,16,17,21,22, 24,25,26,27,28,29,30,31,32,33,34, 35,36,37,38,39,40,41,42,43,44, 45,46,47,48,49,50,51,52	21
Weekend Anchor/Reporter	1,2,6,7,8,9,11,12,13,14,15,16,17,19,21, 22,24,25,26,27,28,29,30,31,32,33,34, 35,36,37,38,39,40,41,42,43,44,45, 46,47,48,49,50,51,52	21
Multimedia Journalist	1,2,6,7,8,9,11,12,13,14,15,16,17,18,19, 21,22,24,25,26,27,28,29,30,31, 32,33,34,35,36,37,38,39,40,41, 42,43,44,45,46,47,48,49,50,51,52	18
Multimedia Journalist	1,2,4,6,7,8,9,11,12,13,14,15,16,17,18, 19,20,21,22,24,26,27,28,29,30,31, 32,33,34,35,36,37,38,39,40,41,42, 43,44,45,46,47,48,49,50,51,52	4
Anchor/Reporter	1,2,6,7,8,9,11,12,13,14,15,16,17,18,21, 24,26,27,28,29,30,31,32,33,34,35, 36,37,38,39,40,41,42,43,44,45,46, 47,48,49,50,51,52	21
TMP	1,2,6,7,8,9,11,12,13,14,15,16,17,21,22, 24,25,26,28,29,30,31,32,33,34,35,36, 27,38,39,40,41,42,43,44,45,46,47, 48,49,50,51,52,56	56

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Anchor/Reporter	1,2,4,6,7,8,9,11,12,13,14,15,16,17,18, 21,22,24,25,26,27,28,29,30,31,32, 33,34,35,36,37,38,39,40,41,42,43, 44,45,46,47,48,49,50,52	4
Photographer	1,2,6,7,9,11,12,13,14,15,17,21,22,24, 25,26,28,29,30,31,33,34,35,54	21

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II. MASTER RECRUITMENT SOURCE LIST (“MRS�”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Internal Posting KVLY-TV/Current KVLY Employees 1350 21 st Avenue South Fargo, ND 58103 701-237-5211	N	1
2	Valley News Live Website www.valleynewslive.com 1350 21 st Avenue South Fargo, ND 58103	N	3
3	KVLY-TV On-air Ad	N	0
4	Referral KVLY-TV (701-237-5211) 1350 21 st Avenue South Fargo, ND 58103	N	5
5	KVLY-TV Intern Program (701-237-5211) www.valleynewslive.com 1350 21 st Avenue South Fargo, ND 58103	N	0
6	www.TVJobs.com Broadcast Employment Services PO Box 416 Oceanside, CA 92052	N	0
7	Medialine www.medialine.com Mark Shilstone Box 51909 Pacific Grove, CA 93950	N	0
8	Broadcast Compliance Services www.bcs.ok 1700 Rockville Pike Suite 400 Rockville, MD 20852 This source distributes each job posting to between 100-336 additional sources	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	Job Service North Dakota www.jobsnd.com PO Box 5507 Bismarck, ND 58506-5507	N	0
10	North Dakota State University https://app.joinhandshake.com/login 1340 Administration Avenue Fargo, ND 58102	N	0
11	North Dakota State College of Science www.myinterfase.com/ndscs/employer Career Center (701-671-2258) 800 6 th Street North Wahpeton, ND 58076	N	0
12	Concordia College https://app.joinhandshake.com/login Career Center (218-299-3020) 901 8 th Street South Moorhead, MN 56560	N	0
13	Minnesota State University Moorhead https://app.joinhandshake.com/login Career Development Center (218)477-2131 1104 7 th Avenue South Moorhead, MN 56560	N	0
14	<i>University of North Dakota</i> https://app.joinhandshake.com/login <i>Career Services (701-777-3904)</i> <i>280 McCannel Hall</i> <i>Grand Forks, ND 58203</i>	N	0
15	<i>Columbia College</i> https://app.joinhandshake.com/login <i>600 South. Michigan Avenue</i> <i>Chicago, IL 60605</i>	N	0
16	University of Minnesota https://app.joinhandshake.com/login 100 Church Street SE Minneapolis, MN 55455	N	0
17	Bemidji State University/Northwest Technical College https://app.joinhandshake.com/login 1500 Birchmont Drive NE Bemidji, MN 56601	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
18	<i>You Tube</i> www.youtube.com 901 Cherry Avenue San Bruno, CA 94066	N	14
19	MBA Job Bank www.minnesotabroadcasters.com 3303 Excelsior Blvd. Minneapolis, MN 55416	N	0
20	<i>Northland Community and Technical College</i> www.northlandcollege.edu 1101 MN-1 Thief River Falls, MN 56701	N	0
21	<i>Indeed.com</i> All jobs posted to Gray TV (via snagit) are posted to Indeed.com	N	13
22	<i>VNL Employment</i> glen@classifiedsadverticals.com	N	0
23	www.Linkedin.com	N	0
24	<i>Gustavus College</i> https://app.joinhandshake.com/login 800 W. College Avenue St. Peter, MN 56082	N	0
25	<i>Dakota State University</i> https://app.joinhandshake.com/login 820 N. Washington Avenue Madison, SD 57042	N	0
26	<i>Winona State University</i> https://app.joinhandshake.com/login 175 W. Mark Street Winona, MN 55987	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
27	<i>Minneapolis College of Art and Design</i> https://app.joinhandshake.com/login 2501 Stevens Avenue Minneapolis, MN 55404	N	0
28	<i>South Dakota State University</i> https://app.joinhandshake.com/login 1521 Student Union Lane Brookings, SD 57006	N	0
29	<i>Southwest Minnesota State University</i> https://app.joinhandshake.com/login 1501 State Street Marshall, MN 56258	N	0
30	<i>St. Cloud State University</i> https://app.joinhandshake.com/login 720 4 th Avenue South St Cloud, MN 56301	N	0
31	<i>University of Nebraska Omaha</i> https://app.joinhandshake.com/login 6001 Dodge Street Omaha, NE 68182	N	0
32	<i>Western Illinois University</i> https://app.joinhandshake.com/login 1 University Circle Macomb, IL 61455	N	0
33	<i>Minnesota State University Mankato</i> https://app.joinhandshake.com/login 122 Taylor Center Mankato, MN 56001	N	0
34	<i>Butler University</i> https://app.joinhandshake.com/login 4600 Sunest Avenue Indianapolis, IN 46208	N	0
35	<i>Eastern Michigan</i> https://app.joinhandshake.com/login 900 Oakwood Street Ypsilanti, MI 48197	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
36	Adrian College https://app.joinhandshake.com/login 110 South Madison Street Adrian, MI 49221	N	0
37	Cornerstone University https://app.joinhandshake.com/login 1001 East Beltline Avenue NE Grand Rapids, MI 49525	N	0
38	Metropolitan State University https://app.joinhandshake.com/login 700 7 th Street East St. Paul, MN 55106	N	0
39	University of Indianapolis https://app.joinhandshake.com/login 1400 East Hanna Avenue Indianapolis, IN 46227	N	0
40	University of Wisconsin – Eau Claire https://app.joinhandshake.com/login 105 Garfield Avenue Eau Claire, WI 54702	N	0
41	University of Wisconsin – Green Bay https://app.joinhandshake.com/login 2420 Nicolet Drive Green Bay, WI 54311	N	0
42	University of Wisconsin – LaCrosse https://app.joinhandshake.com/login 1725 State Street LaCrosse, WI 54601	N	0
43	University of Wisconsin – Oshkosh https://app.joinhandshake.com/login 750 Elwood Avenue Oshkosh, WI 54901	N	0
44	University of Wisconsin – Platteville https://app.joinhandshake.com/login 1 University Place Platteville, WI 53818	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
45	University of Wisconsin – Madison https://app.joinhandshake.com/login 500 Lincoln Drive Madison, WI 53706	N	0
46	University of Wisconsin – Milwaukee https://app.joinhandshake.com/login 2200 East Kenwood Blvd. Milwaukee, WI 53211	N	0
47	University of Wisconsin – Whitewater https://app.joinhandshake.com/login 800 West Main Street Whitewater, WI 53190	N	0
48	University of Wisconsin – River Falls https://app.joinhandshake.com/login 410 South 3 rd Street River Falls, WI 54022	N	0
49	University of Wisconsin – Stevens Point https://app.joinhandshake.com/login 2100 Main Street Stevens Point, WI 54401	N	0
50	University of Wisconsin – Superior https://app.joinhandshake.com/login Swenson Hall 1061 Belknap and Catlin Avenue Superior, WI 54880	N	0
51	University of Wisconsin – Parkside https://app.joinhandshake.com/login 900 Wood Road Kenosha, WI 53144	N	0
52	Valparaiso University https://app.joinhandshake.com/login 1509 Chapel Drive Valparaiso, IN 46383	N	0
53	www.careerpage.org 1-505-881-4444	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
54	Beonair Network – Ohio Media School Lynda Leciejewski Lleciejewski@beonair.com 234-203-2768 9885 Rockside Road Valley View, OH 44125	N	0
55	Colorado Media School Debbie Byrd dbyrd@beonair.com 303-479-4908 404 S. Upham Street Lakewood, CO 80226	N	0
56	Illinois Media School – Chicago Campus Mary Osazuwa mosazuwa@beonair.com 312-566-7972 105 W Adams Street Chicago, IL 60603	N	2
57	Illinois Media School – Lombard Campus Dustin Lingemann dlingemann@beonair.com 630-519-1394 455 Eisenhower Lane S #200 Lombard, IL 60148	N	0
58	Ohio Media School – Cincinnati Campus 4411 Montgomery Road Suite 200 Norwood, OH 45212 513-813-4962	N	0
59	Miami Media School Angel Llamazares allamazeres@beonair.com 7955 NW 12 th Street Suite 119 Doral, FL 33126 786-581-8552	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			38

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Participate in events sponsored by educational institutions	<p><i>Station personnel made appearances throughout the year to further disseminate information about employment opportunities to members of the community. Station personnel often host students wishing to learn more about certain jobs in the broadcasting industry.</i></p> <p>News Director spoke to a group of Communications students at Minnesota State University Moorhead on April 26, 2021</p>
2	EEO Training	<p>In May 2021 – July 2021, our News Director and General Sales Manager participated in a training series “Foundations in Diversity, Equity and Inclusion” from Adaway Consulting, a program developed for Gray Television. Information covered in this training included: how biases influence interaction and decision making and ways to mitigate them, how to identify and avoid implicit bias and microaggression in media, how to champion equity and inclusion, handling conflict, how to avoid common faux pas made regarding: gender language, race, class and ability, how to apologize effectively.</p> <p>Talking Across Differences with Kevin Woods Webinar occurred on December 18th, 2021. All staff participated in this webinar.</p>

